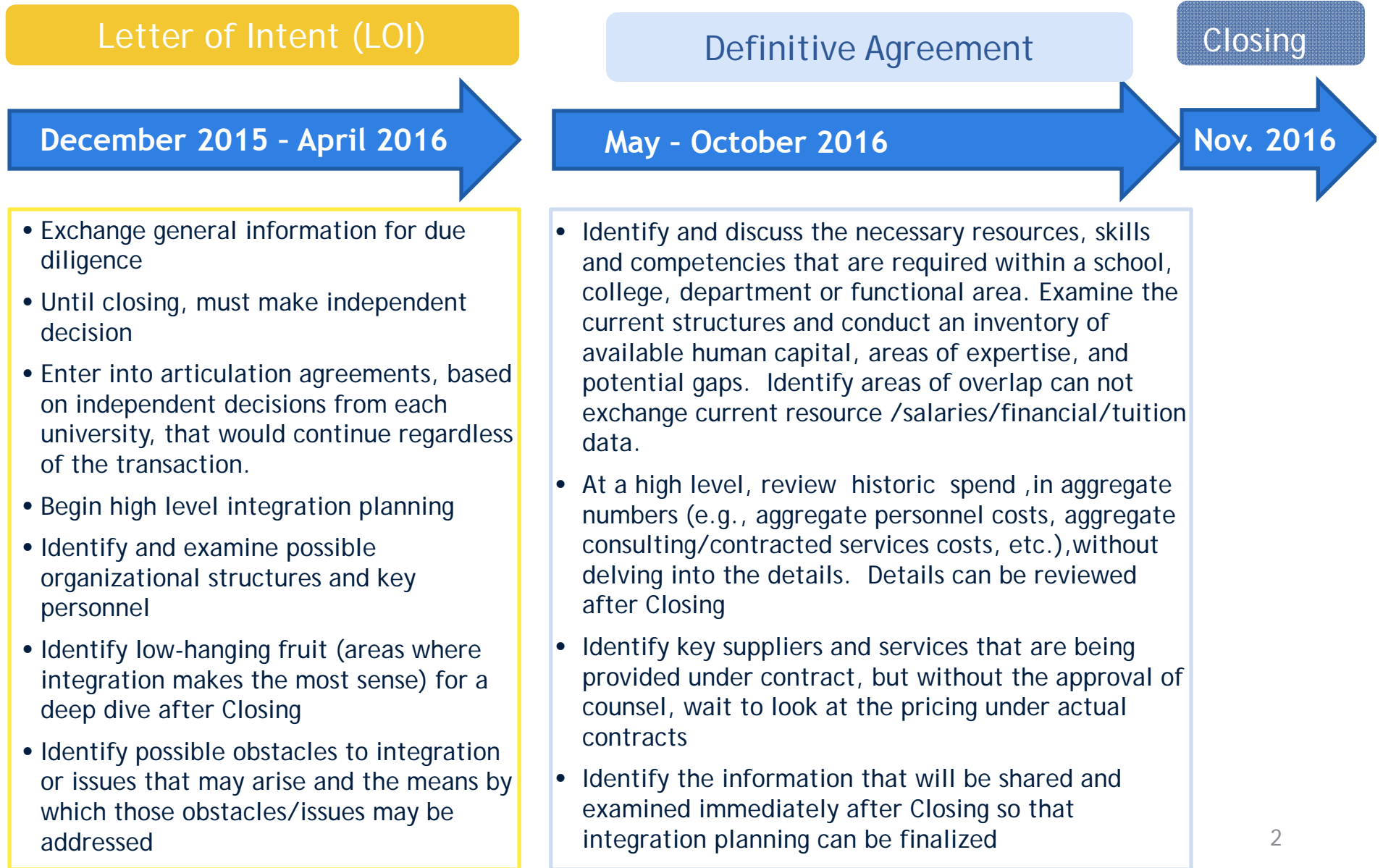




Thomas Jefferson University & Philadelphia University

Academic Integration Planning

Timeline for Letter of Intent, Definitive Agreement & Closing



Integration Guiding Principles

Principles Guide the Process

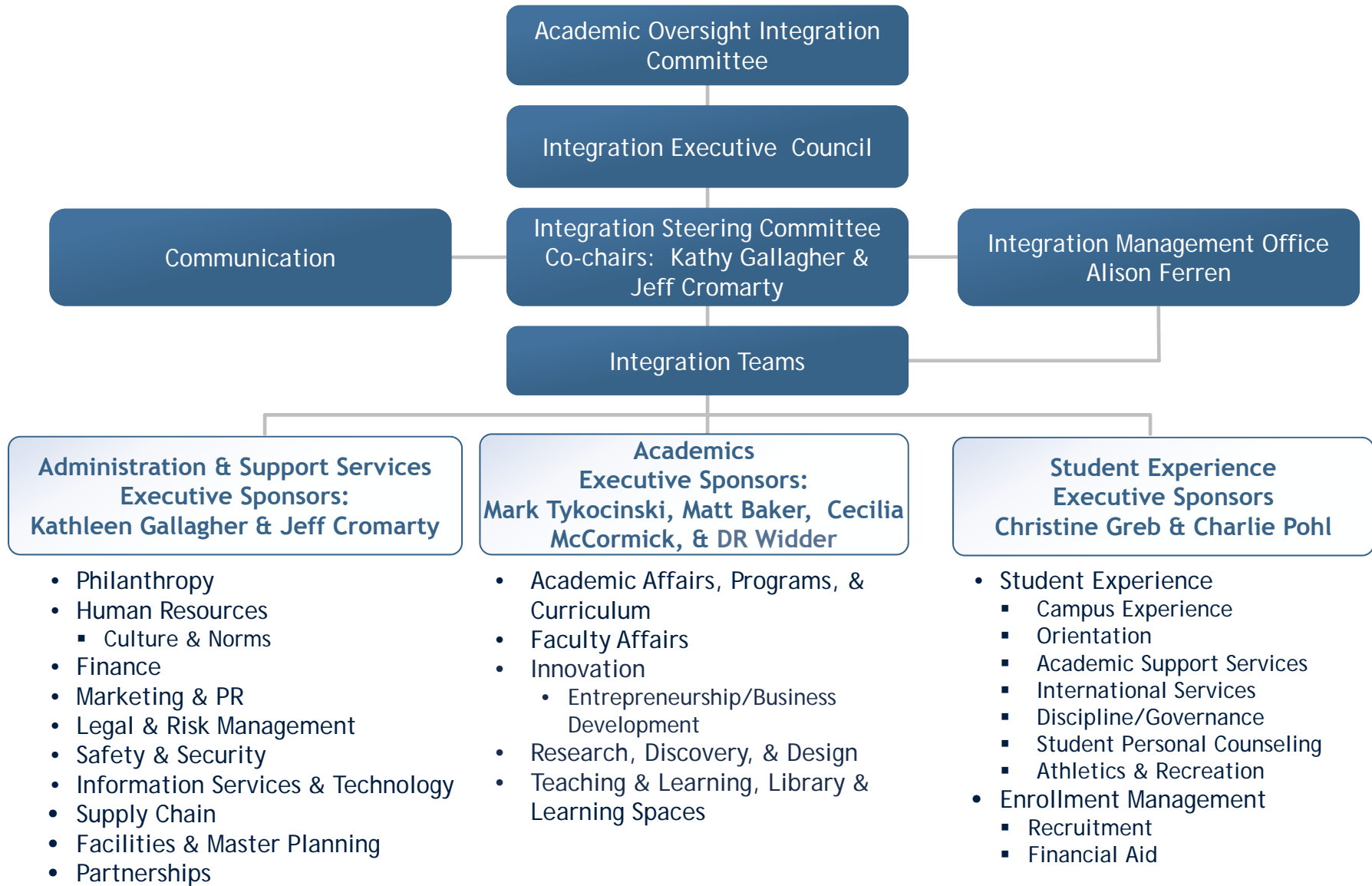
1. Derived from Our Shared Vision Statement
2. To Drive Student Centric Value Creation
3. Research + Innovation = Discovery
4. Inclusive of Stakeholders
5. Merit Over Legacy
6. Integration vs. Independence: Decisions are Based on Future Value Creation
7. Action Oriented - Balanced Thought and Action
8. Market Driven
9. Think in Terms of the Enterprise
10. Communication is Critical
11. Financial Stewardship
12. Metrics to Determine the Success of Integration

Attributes of Transformation

Attributes are the Aspirational End State

1. Personalized Education
2. Value of the Academic Investment
3. Focus on Student Outcomes - Graduate School or Job Placement
4. Demands of the Current and Future Workforce
5. Supports/Enhances the Disciplinary Heritage (Legacy Programs) & Institutional Brand
6. Instill Passion for the Profession
7. Leverage Technology
8. Flexibility in Programming & Delivery
9. Community Outreach & Engagement Application

Integration Planning Structure



Content Experts will serve as critical members & be assigned to each team

Integration Timeline

Phase I: February-April 2016

Phase II: May-July 2016

Phase III: August 2016-ongoing

Integration Planning

- ✓ Plan and Conduct Integration Planning Session
- Finalize Enterprise Vision
- ✓ Develop Integration Goal, Guiding Principles, Plan and Approach
- ✓ Establish Integration Governance, Roles and Responsibilities
- ✓ Define Integration Timeline
- Finalize work team membership
- Kick-off Work Teams and establish regular meetings
- Meet with executive sponsors and identify Early Wins
- IMO
- Set up SharePoint and provide access
- Support work teams

Integration Work Plan Development

- Identify Early Wins
- Prioritize Early Wins
- Establish clear targets and performance measures
- Present proposed Work Team Early Wins to ISC
- Begin planning on Early Wins approved by ISC and other high priority areas
- Develop tracking and measurement dashboards

Integration Implementation

- Implement detailed integration plans to achieve integration objectives
- Track progress against plans
- Identify and resolve issues
- Report out Work Team status to ISC
- Review and share lessons learned
- Communicate early successes

Dyad Operating Responsibilities

★ *Current Challenges* ★

Operate – Integrate – Grow

Ex: pipeline strategy 



Principals for Academic Team Planning

- **Big Picture** (Vision & Guiding Principles) → **Weeds** (Details)
- The Planning Structure **IS NOT** the organizational structure
- Our goal is to make **Steady Progress** but we have **3 Years** for integration
- **Logistical Issues** will be handled by the TJU Integration Management office, including cross-town travel efficiency
- Our aim is **Maximal Inclusion** across colleges and schools and within the administration; with **Outside Perspectives**
- **Communication** is critical



Early Wins: Guiding Principles

- **Timing:** Can be accomplished in the 1st 120 days from today
- **Value:** Will have a positive impact on either:
 - Enrollment
 - Visibility/Reputation/Brand
 - Student Experience
 - Faculty/Staff Experience
 - Organizational Finances
- **Measurable:** Has clear metrics for success
- **Legal:** Can be done as an articulation agreement before Final Agreement & Close
- **Sustainability:** Has potential for continuation beyond the 120 day period

Academics: Teams & Team Leaders

Team	PhilaU Team Leader	TJU Team Leader
Programs and Curriculum	Susan Frosten	Cecilia McCormick
Faculty Affairs	Beth Shepard-Rabadam	Karen Novielli
Innovation	DR Widder	Rose Ritts
Research, Discovery & Design	Ron Kander	Brian Squilla David Whellan
Teaching & Learning, Library & Learning Spaces	Jeff Ashley	Anthony Frisby

Academics Subcommittee Suggestions:

Programs & Curriculum (DRAFT)

Subcommittee	PhilaU Team Leader	TJU Team Leader
Clinical & Experiential Education	Mike Dryer	Steve Herrine Ksenia Zukowsky
New Program Development	Barbara Klinkhammer Lloyd Russow	David Nash Gerald Grunwald
Assessment of Student Learning Institutional Effectiveness	Pat Thatcher	Carolyn Giordano
PA	Jesse Coale	Michele Zawora
OT	Wendy Krupnick	Roseann Schaaf
Behavioral Health (CFT and CTC)	Dale Michaels Jeanne Felter	Ken Covelman
Continuing & Professional Studies	Pam Collins	Debra Zelnick
General Education & Science Foundation	Barbara Kimmelman	Rebecca Finley
Vertical Integration Programs	Amy Baker	Caroline Golab
Registrar & Academic Events	TBD	Raelynn Cooter
Academic Success & Retention	Pat Thatcher	Jennifer Fogerty
Academic Partnerships	Beth Shepard-Rabadam	Jake Marini

Academics Subcommittee Suggestions:

Faculty Affairs (DRAFT)

Subcommittee	PhilaU Team Leader	TJU Team Leader
Personnel: Hiring, Contract, Tenure & Promotion		
Faculty Development		
Policies & Procedures (Faculty Manual)		
Governance Structure		